



The Car Benefit Scheme

Say hello to a better car.

Iron Mountain UK has teamed up with Tusker to bring you a Car Benefit Scheme. A fully inclusive motoring package through your employee benefits which lets you drive away a brand new, fully-maintained and insured electric car for up to four years.

So how does the Car Benefit Scheme work?

With the scheme, you agree to give up part of your gross salary in exchange for a non-cash benefit, in this case a fully insured and maintained brand new electric car. The benefit here is that you exchange the salary before your income tax and NI are deducted for a fully inclusive package with fleet and manufacturer discounts. However, as it is through your employer you will be liable for a Benefit in Kind tax, but this is all broken down in your net cost quote.

What's included?



Insurance



No deposit



MOT & Servicing



Replacement
tyres



Lifestyle
protections



Breakdown
cover

The car scheme includes all routine servicing and wear-and-tear maintenance, fully comprehensive motor insurance, annual Road Fund License, European breakdown cover, replacement tyres and even lifestyle protections. This means you're safeguarded against leaving the scheme early as a result of resignation or redundancy and other life events with the possibility of no termination fee to pay. Please visit the 'about scheme' section on the Car Benefit Scheme site for further information.



Tusker.

How do I choose my new car?

Visit the **Iron Mountain Flex platform** and log in. Then select the **Car Scheme** to create an account and access the scheme. Once on the website you can view the range of models available, find answers to your questions and get quotations for the cars you're interested in. Once you've decided on the car you want, simply submit your selection online and we'll arrange the final approval with your employer.

How long will my new car take to arrive?

This varies depending on which car you choose but is typically 28-34 weeks. Once you've placed your order we'll contact you with all the information along with an estimated delivery date. If you need a car sooner, you can visit our 'cars in stock' page as these are available in as little as 4-6 weeks depending on how quickly we can get all the paperwork back from you and your employer.

Why is this better than getting a personal car lease?

Although the price initially advertised on a personal lease might look enticing, they often don't include VAT, servicing and maintenance, insurance, road tax, breakdown cover; all of which you'd need to pay in addition to a car lease. Plus, personal leases often include an initial upfront payment or deposit which effectively brings down the monthly payments but is a real cost.

Access the scheme

To get a quote and see the range of cars available simply visit the **Iron Mountain Flex platform** and log in. Then select the **Car Scheme** to create an account and access the scheme.

Or call us on **0333 400 7431** or email **EETeam@tuskerdirect.com**

Who can I speak to for guidance?

We have an Employee Engagement Team who offer support and guidance to make sure you fully understand the scheme. They can also help you choose the right car to suit your needs. You can get in touch with them through 'Live Help Online' which is an online instant messaging service found on the driver site. Alternatively, you can also call them on 0333 400 7431 or email EETeam@tuskerdirect.com.

What happens if I want to leave the scheme early?

There is an early termination charge if you resign, or you are made redundant during the first three months of your agreement. However, if you resign or you're made redundant after three months, the early termination charge may not be payable.

What happens at the end of the agreement?

Tusker will contact you six months before you're due to return your vehicle to discuss your options. You can choose to return the vehicle and swap it for a brand new one, or you can buy the car outright. If you want to buy your car outright, we'll give you a final purchase price two months before your agreement ends.

Do I pay tax on the car?

Under the scheme you are liable for Benefit in Kind tax as the car is being provided as a benefit by your employer. It is calculated based on your income tax band and the list price and CO2 of the car you choose. You can find more information about this by visiting the car scheme site.

Benefit in Kind is just 2% on pure electric vehicles until April 2025, then increasing by 1% each year until April 2028. Scan the QR code below to watch our explainer video on Benefit in Kind or visit <https://www.youtube.com/watch?v=KMAQ624Kjwk>.



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